



**Center for Survey Research**  
College of Social and Behavioral Sciences  
3045 Derby Hall  
154 N. Oval Mall  
Columbus, OH 43210

Phone: 614-292-6672  
Fax: 614-292-6673  
<http://www.csr.ohio-state.edu>

## 2003 OSU POLL

### How the Poll Was Conducted

The OSU Poll is an annual omnibus survey of The Ohio State University, Columbus campus community. The primary purpose of the Poll is to provide university departments and administrative units with an opportunity to gather strategic planning data. Interested parties also use the survey to collect information for scholarship purposes. The 2003 OSU Poll was conducted by the OSU College of Social and Behavioral Sciences' Center for Survey Research.

Members of the OSU community were divided into four populations: faculty, staff, graduate/professional students and undergraduate students. The sampling frames for the four populations were based on databases provided by the University Registrar and the Office of Human Resources. These data files were reviewed to ensure that a random selection was conducted of only those cases in which the student, staff, or faculty member was involved on the Columbus campus.

The interviews were conducted from the Center for Survey Research's CATI facility between February 3 and March 19, 2002. The CSR commits to at least 300 completed surveys in each of the four sample groups, and this year's survey resulted in 1,212 total completions across the groups.

### Faculty Sample

A random sample of 546 faculty members was selected from a list of current, non-emeritus faculty members at the OSU Columbus. The 302 interviews completed based on this sample represent a response rate of 57%. The rate was calculated using the AAPOR1 formula, which is the most conservative method for calculating response rates.<sup>1</sup>

---

<sup>1</sup> American Association for Public Opinion Research, 2000. Standard Definitions: Final Dispositions of Case Codes and Outcome Rates for Surveys. Ann Arbor, Michigan: AAPOR.

Of the 244 cases that did not lead to completed surveys, 10 cases were determined ineligible because the individual sampled was no longer a faculty member affiliated with OSU's central campus.

In 14 cases the Center was unable to reach the respondent by telephone due to incorrect, non-working or missing contact information.

In 9 cases it was determined that the sampled faculty member would not be available during the period of the fieldwork.

In 51 cases an interview was refused by the sampled faculty member or the household.

In 3 cases the faculty member completed part of the survey, but failed to finish it for various reasons.

In the case of the majority of the remaining sample, the Center was unable to successfully contact the faculty member or arrange a convenient callback time to complete the survey.

The overall 95% confidence interval level sampling error for the faculty sample is plus or minus 5.5 percentage points. In theory, in 19 cases of 20, the results for this sample will differ due to sampling error by no more than 5.5 percentage points in either direction from what would have been obtained by interviewing all faculty members at the OSU Columbus campus.

### **Staff Sample**

A total of 546 randomly selected staff member names and contact information were sampled from the total staff population. These 546 cases were used to obtain 304 completed staff surveys, which represents a response rate of 57%.

Of the 242 cases that did not lead to completed surveys, 12 cases were determined ineligible, because the individual sampled was no longer a staff member affiliated with OSU's central campus.

In 51 cases the Center was unable to reach the respondent by telephone due to incorrect, non-working or missing contact information.

In 9 cases it was determined that the sampled staff member would not be available during the period of the fieldwork.

In 31 cases an interview was refused by the sampled staff member or the household.

In 2 cases the staff member completed part of the survey, but failed to finish it for various reasons.

In the case of the majority of the remaining sample, the Center was unable to successfully contact the staff member to complete the survey or arrange a convenient callback time to complete the survey.

The overall 95% confidence interval level sampling error for the staff sample is plus or minus 5.6 percentage points. In theory, in 19 cases of 20, the results for this sample will differ due to sampling error by no more than 5.6 percentage points in either direction from what would have been obtained by interviewing all staff members at the OSU Columbus campus.

### **Graduate/Professional Student Sample**

A total of 468 randomly selected graduate student names and associated contact information were sampled from the graduate student population. A total of 303 surveys were completed based on this sample, which represents a response rate of 65%.

Of the 165 cases that did not lead to completed surveys, 3 cases were determined ineligible, because the individual sampled was no longer a graduate or professional student affiliated with OSU's central campus.

In 37 cases the Center was unable to reach the respondent by telephone due to incorrect, non-working or missing contact information.

In 37 cases an interview was refused by the sampled student or the household.

In the case of the majority of the remaining sample, the Center was unable to successfully contact the student to complete the survey or arrange a convenient callback time to complete the survey.

The overall 95% confidence interval level sampling error for the graduate student sample is plus or minus 5.6 percentage points. In theory, in 19 cases of 20, the results for this sample will differ due to sampling error by no more than 5.6 percentage points in either direction from what would have been obtained by interviewing all graduate students at the OSU Columbus campus.

### **Undergraduate Student Sample**

A total of 474 randomly selected graduate student names and associated contact information were sampled from the undergraduate student population. A total of 303 surveys were completed based on this sample, which represents a response rate of 65 percent.

Of the 171 cases that did not lead to completed surveys, 5 cases were determined ineligible, because the individual sampled was no longer an undergraduate student affiliated with OSU's central campus.

In 45 cases the Center was unable to reach the respondent by telephone due to incorrect, non-working or missing contact information..

In 2 cases it was determined that the sampled student would not be available during the period of the fieldwork.

In 43 cases an interview was refused by the sampled student or the household.

In 1 case the student completed part of the survey, but failed to finish it.

In the case of the majority of the remaining sample, the Center was unable to successfully contact the student to complete the survey or arrange a convenient callback time to complete the survey.

The overall 95% confidence interval level sampling error for the undergraduate student sample is plus or minus 5.6 percentage points. In theory, in 19 cases of 20, the results for this sample will differ due to sampling error by no more than 5.6 percentage points in either direction from what would have been obtained by interviewing all undergraduates at the OSU Columbus campus.

#### **Other Sources of Error**

In addition to sampling error, all surveys are subject to other potential sources of imprecision, including measurement error, non-response error, and coverage error. Factors such as question wording/ordering, and quality of interviewers, for example, could potentially lead to results that differ somewhat from the present findings.

# OSU POLL 2003: Frequency Tables

## SAMPLE sample

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	faculty	302	49.8	49.8	49.8
	staff	304	50.2	50.2	100.0
	Total	606	100.0	100.0	

**QGLBT1 How often do GLBT faculty and staff experience conduct that interferes with ability to work on campus**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	112	18.5	18.5	18.5
	Infrequently	155	25.6	25.6	44.1
	Sometimes	116	19.1	19.1	63.2
	Fairly often	21	3.5	3.5	66.7
	Frequently	13	2.1	2.1	68.8
	Refused	2	.3	.3	69.1
	DK	187	30.9	30.9	100.0
	Total	606	100.0	100.0	

**QGLBT2 How often does the university address issues related to sexual orientation and gender identity**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	17	2.8	2.8	2.8
	Infrequently	77	12.7	12.7	15.5
	Sometimes	173	28.5	28.5	44.1
	Fairly often	109	18.0	18.0	62.0
	Frequently	118	19.5	19.5	81.5
	Refused	3	.5	.5	82.0
	DK	109	18.0	18.0	100.0
	Total	606	100.0	100.0	

## QGLBT3 Campus climate for GLBT people

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Provided answer	481	79.4	79.4	79.4
	Refused	5	.8	.8	80.2
	DK	120	19.8	19.8	100.0
	Total	606	100.0	100.0	

**GLBT3.1 Code1 (see codebook)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	32	5.3	6.9	6.9
	2	73	12.0	15.7	22.5
	3	57	9.4	12.2	34.8
	4	102	16.8	21.9	56.7
	5	27	4.5	5.8	62.4
	6	25	4.1	5.4	67.8
	7	2	.3	.4	68.2
	8	1	.2	.2	68.5
	9	46	7.6	9.9	78.3
	10	29	4.8	6.2	84.5
	11	4	.7	.9	85.4
	12	11	1.8	2.4	87.8
	13	4	.7	.9	88.6
	14	20	3.3	4.3	92.9
	15	1	.2	.2	93.1
	88	14	2.3	3.0	96.1
	99	18	3.0	3.9	100.0
	Total	466	76.9	100.0	
Missing	System	140	23.1		
Total		606	100.0		

**GLBT3.2 Code2 (see codebook)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	.5	3.3	3.3
	2	4	.7	4.4	7.8
	3	3	.5	3.3	11.1
	4	12	2.0	13.3	24.4
	5	1	.2	1.1	25.6
	6	15	2.5	16.7	42.2
	7	1	.2	1.1	43.3
	10	6	1.0	6.7	50.0
	11	1	.2	1.1	51.1
	12	5	.8	5.6	56.7
	13	9	1.5	10.0	66.7
	14	7	1.2	7.8	74.4
	15	1	.2	1.1	75.6
	88	13	2.1	14.4	90.0
	99	9	1.5	10.0	100.0
	Total	90	14.9	100.0	
Missing	System	516	85.1		
Total		606	100.0		

**GLBT3.3 Code3(see codebook)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	6	2	.3	25.0	25.0
	13	2	.3	25.0	50.0
	14	1	.2	12.5	62.5
	88	1	.2	12.5	75.0
	99	2	.3	25.0	100.0
	Total	8	1.3	100.0	
Missing	System	598	98.7		
Total		606	100.0		

**GLBT3.4 Code4(see codebook)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	14	1	.2	100.0	100.0
Missing	System	605	99.8		
Total		606	100.0		

## Crosstabs

**QGLBT1 How often do GLBT faculty and staff experience conduct that interferes with ability to work on campus \* SAMPLE sample Crosstabulation**

			SAMPLE sample		Total
			faculty	staff	
QGLBT1 How often do GLBT faculty and staff experience conduct that interferes with ability to work on campus	Never	Count % within SAMPLE sample	46 15.2%	66 21.7%	112 18.5%
	Infrequently	Count % within SAMPLE sample	85 28.1%	70 23.0%	155 25.6%
	Sometimes	Count % within SAMPLE sample	68 22.5%	48 15.8%	116 19.1%
	Fairly often	Count % within SAMPLE sample	14 4.6%	7 2.3%	21 3.5%
	Frequently	Count % within SAMPLE sample	8 2.6%	5 1.6%	13 2.1%
	Refused	Count % within SAMPLE sample		2 .7%	2 .3%
	DK	Count % within SAMPLE sample	81 26.8%	106 34.9%	187 30.9%
	Total	Count % within SAMPLE sample	302 100.0%	304 100.0%	606 100.0%



**QGLBT2 How often does the university address issues related to sexual orientation and gender identity \* SAMPLE sample Crosstabulation**

			SAMPLE sample		Total
			faculty	staff	
QGLBT2 How often does the university address issues related to sexual orientation and gender identity	Never	Count % within SAMPLE sample	5 1.7%	12 3.9%	17 2.8%
	Infrequently	Count % within SAMPLE sample	46 15.2%	31 10.2%	77 12.7%
	Sometimes	Count % within SAMPLE sample	97 32.1%	76 25.0%	173 28.5%
	Fairly often	Count % within SAMPLE sample	55 18.2%	54 17.8%	109 18.0%
	Frequently	Count % within SAMPLE sample	44 14.6%	74 24.3%	118 19.5%
	Refused	Count % within SAMPLE sample		3 1.0%	3 .5%
	DK	Count % within SAMPLE sample	55 18.2%	54 17.8%	109 18.0%
Total		Count % within SAMPLE sample	302 100.0%	304 100.0%	606 100.0%

**QGLBT3 Campus climate for GLBT people \* SAMPLE sample Crosstabulation**

			SAMPLE sample		Total
			faculty	staff	
QGLBT3 Campus climate for GLBT people	Provided answer	Count % within SAMPLE sample	245 81.1%	236 77.6%	481 79.4%
	Refused	Count % within SAMPLE sample		5 1.6%	5 .8%
	DK	Count % within SAMPLE sample	57 18.9%	63 20.7%	120 19.8%
Total		Count % within SAMPLE sample	302 100.0%	304 100.0%	606 100.0%

GLBT3.1 Code1 (see codebook) \* SAMPLE sample Crosstabulation

			SAMPLE sample		Total
			faculty	staff	
GLBT3.1 Code1 (see codebook)	1	Count % within SAMPLE sample	16 6.7%	16 7.1%	32 6.9%
	2	Count % within SAMPLE sample	36 15.0%	37 16.4%	73 15.7%
	3	Count % within SAMPLE sample	22 9.2%	35 15.5%	57 12.2%
	4	Count % within SAMPLE sample	48 20.0%	54 23.9%	102 21.9%
	5	Count % within SAMPLE sample	12 5.0%	15 6.6%	27 5.8%
	6	Count % within SAMPLE sample	13 5.4%	12 5.3%	25 5.4%
	7	Count % within SAMPLE sample	2 .8%		2 .4%
	8	Count % within SAMPLE sample	1 .4%		1 .2%
	9	Count % within SAMPLE sample	28 11.7%	18 8.0%	46 9.9%
	10	Count % within SAMPLE sample	20 8.3%	9 4.0%	29 6.2%
	11	Count % within SAMPLE sample	3 1.3%	1 .4%	4 .9%
	12	Count % within SAMPLE sample	5 2.1%	6 2.7%	11 2.4%
	13	Count % within SAMPLE sample	1 .4%	3 1.3%	4 .9%
	14	Count % within SAMPLE sample	16 6.7%	4 1.8%	20 4.3%
	15	Count % within SAMPLE sample	1 .4%		1 .2%
	88	Count % within SAMPLE sample	5 2.1%	9 4.0%	14 3.0%
	99	Count % within SAMPLE sample	11 4.6%	7 3.1%	18 3.9%
Total		Count % within SAMPLE sample	240 100.0%	226 100.0%	466 100.0%

GLBT3.2 Code2 (see codebook) \* SAMPLE sample Crosstabulation

			SAMPLE sample		Total
			faculty	staff	
GLBT3.2 Code2 (see codebook)	1	Count % within SAMPLE sample		3 6.5%	3 3.3%
	2	Count % within SAMPLE sample	2 4.5%	2 4.3%	4 4.4%
	3	Count % within SAMPLE sample	3 6.8%		3 3.3%
	4	Count % within SAMPLE sample	7 15.9%	5 10.9%	12 13.3%
	5	Count % within SAMPLE sample		1 2.2%	1 1.1%
	6	Count % within SAMPLE sample	6 13.6%	9 19.6%	15 16.7%
	7	Count % within SAMPLE sample	1 2.3%		1 1.1%
	10	Count % within SAMPLE sample	3 6.8%	3 6.5%	6 6.7%
	11	Count % within SAMPLE sample	1 2.3%		1 1.1%
	12	Count % within SAMPLE sample	2 4.5%	3 6.5%	5 5.6%
	13	Count % within SAMPLE sample	3 6.8%	6 13.0%	9 10.0%
	14	Count % within SAMPLE sample	6 13.6%	1 2.2%	7 7.8%
	15	Count % within SAMPLE sample	1 2.3%		1 1.1%
	88	Count % within SAMPLE sample	5 11.4%	8 17.4%	13 14.4%
	99	Count % within SAMPLE sample	4 9.1%	5 10.9%	9 10.0%
Total		Count % within SAMPLE sample	44 100.0%	46 100.0%	90 100.0%

**GLBT3.3 Code3(see codebook) \* SAMPLE sample Crosstabulation**

			SAMPLE sample		Total
			faculty	staff	
GLBT3.3 Code3(see codebook)	6	Count % within SAMPLE sample		2 66.7%	2 25.0%
	13	Count % within SAMPLE sample	2 40.0%		2 25.0%
	14	Count % within SAMPLE sample	1 20.0%		1 12.5%
	88	Count % within SAMPLE sample		1 33.3%	1 12.5%
	99	Count % within SAMPLE sample	2 40.0%		2 25.0%
Total		Count % within SAMPLE sample	5 100.0%	3 100.0%	8 100.0%

**GLBT3.4 Code4(see codebook) \* SAMPLE sample Crosstabulation**

			SAMPLE sample	Total
			faculty	
GLBT3.4 Code4(see codebook)	14	Count % within SAMPLE sample	1 100.0%	1 100.0%
Total		Count % within SAMPLE sample	1 100.0%	1 100.0%

**Open-ended codes for glbt3, “How would you describe the campus climate for people who are lesbian, gay, bisexual, and/or transgendered?”**

1	excellent/very good/pretty good
2	good/comfortable
3	somewhat positive/fair
4	tolerant/open/accepting
5	somewhat tolerant/reasonably tolerant/somewhat open
6	supportive
7	somewhat supportive
8	not supportive/University could do more
9	neither bad nor good/average/neutral
10	hostile/discriminatory/intolerant/uncomfortable/bad
11	improving/better than before
12	better than Columbus/better than community/better than other places
13	could be better
14	mixed/variable/depends on field or department
15	worse than Columbus/worse than community/worse than other places
88	miscellaneous
99	don't know/no comments

## OPEN ENDED RESPONSES TO GLBT3 – FACULTY RESPONDENTS

300043 comfortable  
300109 very variable, accepting  
300110 supportive  
300201 excellent, strongly supportive  
300213 i think they are accepted here  
300225 DON'T KNOW  
300250 moderately positive  
300274 good environment, works with them and an activist on their behalf, student affairs has done a remarkable job  
300298 concerned  
300316 thinks the climate is a good one -- favorable  
300328 not very positive --neutral  
300341 fairly accepting  
300353 not good  
300377 probably Okay  
300389 It's reasonable but it could be better. In my limited experience it doesn't seem to be much of a problem, but I'm not in a position to know.  
300390 better than community in general  
300407 very tolerant  
300481 quite good  
300493 accepting  
300501 reasonably open climate  
300511 it's accepted  
300523 mildly supportive  
300559 no knowledge about it  
300560 shouldn't be asked  
300560 good for everyone here  
300572 cannot tell the difference. I don't really care about it so I don't see it. Would not impact me.  
300584 difficult  
300626 as far as I can see the climate is good that is the perspective of an outsider  
300638 mixed climate depending on the field of study and one's role on campus  
300645 seems to be tolerant  
300705 Positive.  
300730 broad effort to address sexuality and sexual orientation in day to day interactions with students and faculty there is none especially with straight faculty there is no communication to deal with sexuality there are no lines of support for gay/transgender, students or faculty  
300791 neutral I guess, varies, some favorable treatment some unfavorable treatments  
300816 discriminatory because there are no health benefits domestic partners  
300821 spotty  
300870 good  
300882 very tolerant  
300894 fairly neutral  
300924 reasonably tolerant  
300948 Rather accepting  
300973 i think it is accepting environment the climate is fine  
300997

301007 indifferent  
301059 acceptable  
301060 good  
301102 probably okay  
301126 never thought about it  
301175 not inviting  
301187 good  
301199 good  
301217 open  
301266 It's ok.  
301291 hostile.  
301311 Healthy  
301321 those that i have known have gotten along fine  
301345 improving, still not good  
301369 very mixed. In one sense it's awful. In another sense it's real nice. Better than it could be. Quite spotty.  
301382 accepting  
301394 open, supportive in some parts of campus, still much to be done in certain areas  
301400 very open  
301436 Tolerant. Really more than tolerant.  
301448 it's -okay  
301473 generally tolerant and supportive  
301485 OK  
301497 open.  
301527 Mixed. It depends on how accepting they are.  
301540 better than the surrounding community  
301552 somewhat accepting  
301564 friendly environment; haven't ever heard of negative things happening  
301588 good  
301598 pretty good  
301606 for most part it is not an issue and it is ignored as qualifier  
301643 they are ambivalent  
301667 tolerant, tolerant enough, friendly is stretching it  
301679 don't know  
301680 favorable climate  
301710 there is subtle discrimination of all kinds  
301710 non-subtle too  
301734 fairly accommodating, but not openly supportive  
301746 supportive  
301783 open environment  
301795 pretty good.  
301801 ambiguous  
301837 i would say fairly tolerant  
301850 I think it's pretty open and accepting.  
301898 it's good.  
301904 good but the trustees are not  
301916 questionable--undercurrent, unsettling, libraries protected environment, outside is more problematic

301928 slightly accepting, I think absence of domestic partners benefits is a major flaw, and goes against antidiscrimination policy of the university  
301941 supportive  
301953 should not be an issue  
302015 better than general public  
302027 open never seen any adverse things here  
302039 varied  
302052 Fine  
302088 I don't see any problem. I know gay faculty and they don't seem to have any problem. there's no hostile climate.  
302093 supportive  
302121 fairly accepting among faculty, less so among students  
302143 since I'm not a member of the group we are talking about, I'm hesitant to speak for them  
302155 Patronizing.  
302167 in general supportive more so than any other areas in Columbus  
302179 pretty good, I think, according to gay friends statements Bd. of regents and state legislature very anti gay--especially domestic partner support for insurance  
302192 Accepting, open.  
302209 somewhat uncomfortable.  
302210 until they offer domestic partner benefits it is not worth much and discrimination does exist on campus and university words do not require proper changes  
302222 On an official level the university is supportive, emphasis on diversity but on another level windmills with the state house and governor  
302246 assume tolerant, but no knowledge to base on  
302258 by and large supportive with certain elements of hostility  
302267 tolerant  
302271 AVERAGE  
302337 never had any problem  
302374 inhospitable  
302404 Questionable.  
302416 lukewarm to chilly, it could be more welcoming  
302428 good  
302441 I know of nothing good or bad  
302453 no idea  
302465 Reasonably tolerant  
302489 pretty good full toleration  
302519 for the most part university is open, but there are pockets that are not  
302519 overall it was pretty accepting  
302532 neutral, did not see any kind of activities that hinders or makes life easier for them, they should not be treated as a different type of people  
302532 the same rule should apply for all man woman, races etc..  
302556 the climate is more diverse than ever but they would disagree  
302556 more tolerance now  
302581 pretty good

302602 i think that is not a factor in how they are treated as long as they are doing a good job  
302623 fairly open



302635 could be good or bad don't know new here hopes its good  
302672 i think it is pretty good  
302738 very positive and accepting  
302740 could be better could be worse  
302775 i think there is a very open atmosphere  
302787 mixed reactions and climate  
302799 changing but getting better  
302817 good  
302854 doesn't have much of a sense for it but seems fine/okay. does not seem hostile.  
302866 Pretty good, in the school of music very gay tolerant place, can't really speak for the rest of the university  
302891 medium  
302908 good  
302921 positive  
302957 largely positive  
303007 ummm, let's see, open and facilitative  
303070 relative to other universities it is probably not as open  
303081 his college and his school is very very supportive as evidence the number of those individuals in their faculty who are open about it  
303111 excellent  
303135 Seems to be fairly informed progressive and supportive for diversity in general, embarrassing, enhancing diversity is important in academic plan and is very active, and obvious on campus  
303184 it's probably less then fully tolerant.  
303196 Accepting environment.  
303196 Accepting environment.  
303214 good, have never heard any complaints  
303226 certain level indifference which is both good or bad, does not see a whole lot of active support or persecution  
303238 accommodating  
303246 understanding  
303275 I think the University is pretty sensitive to these people.  
303299 at least in my niche I think its fine  
303329 they feel the need to be very careful...so the climate would not be very good  
303330 could be better, it's not great but it's improving.  
303354 fairly open  
303384 not very open  
303391 accepting, tolerant  
303408 neutral  
303412 pleasant  
303457 good  
303482 it is difficult, much better than large community outside of OSU, OSU welcoming but not ideal. Faculty and grad students quite good but incoming students need more diversity training . Must be courteous reduce hostility  
303494 accommodating  
303500 cautiously accepting

303524 tolerant  
303536 Seems supportive.  
303548 mixed lot of official support reality it is difficult as a result of prejudices among students and faculty  
303550 good  
303561 neutral negligence and slightly hostile  
303597 impression is that it is a pretty comfortable place to be. doesn't see people being singled out. pretty open campus.  
303627 i have no comments  
303688 pretty accepting  
303699 friendly  
303727 fair  
303743 it seems average as compared to other work places  
303767 in his department it is comfortable but not necessarily campus wide  
303779 not very friendly  
303792 In general somewhat uncomfortable. Doesn't do what it should and marginalizes that type of person.  
303822 it seems to be a good place to work for them  
303834 i'd say it's ok but definitely needs improving  
303883 middle of the road , heard good things and bad things  
303925 have not heard much about.  
304000 in my limited experience seems relatively open  
304012 Relatively open but still Midwestern campus.  
304024 probably very friendly  
304073 I don't have any opinion on this. I guess I would say it is tolerant.  
304085 not aware of any trouble, not aware of any bias, hopefully fairly good  
304097 considering there no domestic partner benefits not so good  
304103 okay  
304139 Okay  
304152 very good environment  
304176 it is a little bit neutral  
304206 pretty friendly place, with good number of support services, lacking he all the benefits  
304218 i think it's not bad but those people probably don't talk about it. I do think it is hostile my not be overly friendly  
304231 Neither hostile or welcoming.  
304243 good  
304267 people she is associated with it is friendly. other parts of campus it might not be very friendly, judging from interaction with people and their tone  
304280 EXCELLENT  
304310 I think it's open there's no discrimination, an accepting, caring, sensitive attitude.  
304322 very good place for them , never seen any problems  
304334 fairly good  
304371 mixed but seems to be largely a matter of perception  
304383 not intrusive  
304395 i think it's fairly supportive.  
304401 acceptable  
304413 friendly, open

304425 fairly good depends on the department, but his department (math)things  
are quite good  
304474 its fine in my work environment, no problems at all  
304486 fairly accepting  
304516 i think they go out of their way to hire people like this almost  
304620 neutral environment  
304644 good  
304656 pretty tolerant  
304668 favorable  
304675 neutral  
304711 accepting  
304784 supportive  
304851 tolerant  
304887 supportive  
304929 very good  
304930 don't think its great, but not terrible  
304942 Very open.  
304991 open  
305016 tolerant  
305028 favorable  
305053 many dept. and people who are tolerant physics and art depts lifestyles  
well accepted  
305065 good  
305107 mostly indifferent  
305132 okay,  
305144 it's a lot better on campus than off campus  
305168 average  
305170 open climate  
305209 neutral  
305235 it seems open  
305272 climate no discrimination  
305347 fair good  
305351 no idea  
305375 mostly tolerant  
305387 neutral, don't ask don't tell  
305399 inclusive environment  
305405 A fair climate. It seems like a conservative part of the state, so I guess it's not a great climate.  
It's ok I guess.  
305429 it's open.  
305430 somewhat hostile  
305442 Ok  
305491 neutral  
305508 the environment is tolerant  
305569 tolerant  
305570 very good

## OPEN ENDED RESPONSES TO GLBT3 – STAFF RESPONDENTS

400020 Relatively hostile  
400055 Fairly open not very discriminatory  
400080 university is conducive to this situation because they are dealing with it and the insurance is a block for same sex households. The insurance allows you to be partnered and share insurance and if they adopt the insurance allows for it. Yes, the university does pay attention to this stuff. The university provides itself to be diverse  
400169 friendly  
400171 welcome  
400201 Kind of neutral, I guess.  
400213 doesn't feel it discriminates, seems pretty positive  
400225 ok.  
400250 i think it is comfortable.  
400262 I think it is ok, pretty friendly.  
400316 acceptance, but needs to work out issues, hurdles to go over  
400328 not to bad  
400341 pretty fair and even keeled (SP), well above average  
400353 welcoming  
400419 I'm in the medical center. I'm not really out there on campus.  
400468 Osu promotes their life  
400473 RECEPTIVE  
400481 understanding environment, conferences and work shops and groups  
400493 tolerant  
400501 regular climate  
400511 we have a tolerant and welcoming attitude toward them on campus  
400535 accepted.  
400547  
400596 fair amount of people on campus, avenues for them to express themselves  
400596  
400602 Very Accepting.  
400626 I think they are doing alright  
400645 progressive not perfect  
400675 fine  
400687 I don't think it is extremely harsh. I don't think it is a bad climate over all.  
400717 Uncomfortable, unaccepting  
400730 Very Favorable.  
400742 good, great  
400788 adequate, they do a good job  
400808 Good  
400882 no problems, its adequate.  
400894 it seems ok  
400948 very good climate for them  
400954 very good, with the people she works with  
400961 protective  
400973 accepting  
400985 open  
401007 it would be something they would be okay in, they seem pretty receptive.

401011 feel like they fit in  
401035 hard to say, some tension, but its not explicit, but it can be at times  
401035 not as diverse and open minded as it could be  
401059 because its columbus its a very good atmosphere  
401060 opportunity to seek out own kind, news releases alternative life style, get together for social groups, in forefront in last 7 yrs  
401096 its very open, people are accepting, and i find that here. those people do exist and work here.  
401126 welcoming  
401151 i dont have a problem with it so i really dont notice.  
401205 fine  
401217 I think things go smoothly because you see them all around.  
401278 never been an issue as far as I've seen  
401308 reasonably liberal  
401311 open to it  
401321 i dont think they are discriminated against and this is based on my workplace, every one gets treated the same  
401345 pretty good  
401369 relatively liberal  
401412 very good, compared to real world  
401436 seems normal doesn't seem that they are singled out in any way  
401448 fair as in good , fair bad, thinks it is a crime to not have same sex domestic partner privileges, there is support for gay and lesbian faculty and staff  
401453 good  
401461 liberal, satisfactory  
401497 very aware - they're recognized and Universities is geared towards providing services and benefits  
401503 its pretty open  
401552 open, most of the people she works with are gay....., never seen any problem  
401588 a Okay  
401606 i think the climate and attitudes are fine  
401631 accepting.  
401655 good condition.  
401709 very tolerant  
401710 They are discriminated against, it is a hostile environment  
401734 Climate is good.  
401758 open  
401783 good working class  
401795 fair  
401801 fairly open  
401813  
401849 its ok  
401886 dont see prejudice  
401904 Depends on where and who they are around, college men less excepting, older and professional men more excepting, also depends on the dept. the college men are in  
401928 Excepting  
401930 fairly tolerant  
401941 Friendly and accepting  
401953 its ok, no experience with any problems

401990 very sensitive, friendly, tolerant  
402003 fairly accepting, but maybe clouded by personal feelings and her work place  
402040 fine  
402052 he thinks it's nirvana next to San Francisco, liberal community  
402076 my particular department is very accepting but as for others--it's in between  
402088 pretty open.  
402093 i would say it's open at the hospital, i see them daily and they seem happy  
402131 neutral  
402143 doesn't not know how the campus would feel it does not bother her  
402179 very open to different ways of life, ideas etc.  
402180 okay  
402192 very accepted  
402209 fair  
402210 accepting  
402234 fair  
402301 accepting  
402337 friendly  
402374 an acceptable campus - people realize there is a cross section of gays, lesbian, etc.  
402386 pretty progressive environment, better than public norm  
402398 tolerant  
402428 very good  
402436 very accepting  
402453 the campus is very open to these people  
402465 i think they are fairly treated but I'm sure it could be better, there is room for improvement  
402489 i think it seems fair  
402574 she has never heard anyone say anything negative  
402611 It's like they almost welcome, embrace the lesbians and gays and highly tolerated.  
402659 better than it used to be not as good as it should be  
402660 wonderful place to work very supportive of those issues  
402672 Fairly liberal campus, fairly accepting  
402702 hostile  
402726 friendly  
402763 very good  
402805 i think it's fine  
402866 typical supportive academic environment  
402891 treated pretty well  
402933 if you do the job it does not matter what sexual orientation you are  
402933 campus  
402970 its pretty open  
402982 better place then most  
402994 i know they have benefits for same sex couples so the university seems responsive to their needs and i don't have any problem with them  
403007  
403020 Accepting, though not by everyone.  
403044 accepted  
403056 accepting.  
403070 some people are okay, some have a problem. not an issue to the respondent because it is common and people are who they are

403111 Climate is good.  
403123 fine  
403135 pretty acceptable  
403147 moderate  
403160 fair  
403172 better than most environments in respect given to people  
403202 fairly tolerable, seems like faculty concerned trying to help people  
with partners  
403238 works in food service and they do not discriminate who they serve or hire  
403246 Climate is good.  
403251 I hear nobody complaining from the people I come in contact with.  
403275 ok  
403305 very open to them.  
403330 good climate  
403342 its fine i guess  
403354 room for improvement  
403378 its very open  
403384 probably do have problems but I haven't seen it  
403421 I would say it is good, but there is certainly room for improvement.  
403433 don't know  
403445 it's accepted on campus than off  
403482 mediocre climate  
403561 I think the campus is open to them, but people are prejudiced toward them.  
403585 Non confrontational, I would guess.  
403603 I think there are some organizations on campus for people like that. That's about all I know.  
403627 I would guess ok. I don't have much contact with campus.  
403640 It's accepting but not totally.  
403664 Not as good as it should be.  
403688 Seems ok to me. Not being in that category, I don't pay attention, so I don't know.  
403699 i think its okay.  
403731 its probably okay.  
403743 i'm not sure. i know several who are and I don't have a problem with it, I'm sure they are fine.  
I am sure they must have had some problems. One person that I know had problems being promoted,  
he had to leave his department and get another job.  
403755 respectful  
403834 pretty good.  
403858 not sure. I imagine they're pretty liberal.  
403865 very accepting  
403871 accepting environment for diversity or alternative life styles  
403913 It seems good.  
403925 pretty open climate  
403937 Fairly comfortable fairly liberal  
403950 thinks its ok  
403962 pretty much open, can be what you want to be, doesn't thing its right to harass them  
404000 I think its good, they have a week every year, speakers and guests  
404012 general acceptance  
404048 Knows of meetings but not sure of a positive environment.  
404073 seem to be working pretty well, some of them are very visible based on persona and behavior

404097 Tolerant  
404139 OK - doesn't see any problem  
404140 i don't really understand what you are asking, i guess i don't know.  
404152 It's favorable.  
404164 they are treated negatively  
404194 Supportive.  
404218 not treated any differently  
404231 think it's ok  
404243 they are treated like everybody else  
404267 acceptance  
404310 It's tolerant. It's not negative.  
404322 Overall, the campus is not terribly welcoming. There isn't much attention or sensitivity to these issues.  
404334 i really don't know. i guess...i don't really know; they have their own clique  
404346 It's accepting  
404371 good  
404395 I think it has possibilities  
404425 I really haven't notice since I'm not on main campus. We have few where I work and I don't have much contact with them, so I can't comment.  
404437 Not exactly friendly.  
404450 very open, they welcome diversity of any and every kind and are proud to boast what ever seems different, and how wonderful it is to have a diverse population  
404462 university does everything they can to give them any services or be equal to everyone else  
404486 accepted  
404528 not really informed not up to date  
404537 welcoming  
404553 okay.  
404589 i don't know, i really haven't had that much interactions, besides here, i can only speak from the hospital, and it has been good from what i have seen  
404590 neutral, all people and we are all trying to get along  
404607 From our organization we are very open minded to it,  
404632 concerned. concerned for personal safety.  
404656 its okay for them, i don't think its hostile.  
404675 good  
404681 it seems pretty open.  
404703 osu is liberal, lets them be themselves, don't think that anybody shows any partiality towards people that are  
404723 tolerant  
404735 that people are fairly accepting  
404759 its better than average but there's a lot of bigots here.  
404772 very liberal campus  
404784 its positive  
404814 they are are treated as equal  
404838 fairly tolerate  
404863 fine, it is not something that should happen, should not have that sexual orientation  
404905 Reasonably accepting.  
404942 good - doesn't really know  
404954 friendly, university provides outreach information for them to make them



feel comfortable here on osu campus

404966 very tolerant, and supportive, based on what she reads

405032 better than average

405041 climate good for them, doesn't make a gender difference of their job, or effects your job performance

405053 pretty good. I think it's a good place for everyone culturally and sexually orientation wise. They are less likely to experience discrimination there as opposed to somewhere else.

405065 good - they're accepted here

405077 fairly good he supposes since he doesn't know any of them

405090 open

405107 pretty decent

405119 from what he has seen is a fairly tolerant and open society

405132 okay

405156 hopefully friendly

405181 pretty good - but don't really know

405247 very friendly

405259 open, liberal

405260 relatively good.

405272 its ok, i don't know

405284 nothing to base it on

405347 tolerant

405351 It is open.

405375 fairly open minded campus, all types of people received well

405399 depends on perspective you are coming from--people I work w/ and myself-  
no problems with the climate--nobody says too much about it